

California Transparency in Supply Chains Act

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California Transparency in Supply Chains Act –
2024 MANGO Statement

This document has been prepared in accordance with the California Transparency in Supply Chains Act, enacted by Senate Bill No. 657. It sets out the steps taken by Mango to control business operations along the supply chain which shows the commitment to tackling forced labour and modern slavery, to minimize risks and to promote positive impacts. This statement constitutes the Mango Group Modern Slavery Statement for the Financial Year 2024 and refers to both MANGO MNG S.A. and its subsidiaries.

1. Organizational structure, business
and supply chain

Mango MNG Holding, S.A.U. is the parent company of a group of companies with design and creativity at the core of its business model and a strategy based on constant innovation, the pursuit of sustainability, and an ecosystem of channels and partners that have led it to become one of the leading groups in the global fashion indus-

try and one of the most significant companies in the sector by the number of countries in which it operates.

The principal purpose of the business is the design, manufacture, distribution and marketing of clothing and accessories, as well as other categories such as decoration and homewear. Although Mango was created with a focus on Woman’s fashion, the company has developed other business lines including Man, Kids, Teen, and Home.

Mango was founded in 1984 by Isak Andic and opened its first store on Passeig de Gracia in Barcelona before beginning the international expansion of the company. Following the passing of Isak Andic in December 2024, in January 2025, the Board of Directors of MANGO MNG S.A., the company that encompasses Mango’s business, unanimously approved the appointment of the current CEO of the company, Toni Ruiz, as President. Mango continues to be a family business whose top executive body is the Steering Committee, made up of eleven members who represent and manage key areas of the company.

Mango sells its products in more than 120 markets through company stores (844), franchises (2000), and its online channel. The company gathers a team of over 16.400 employees around the world and facilitates stakeholder engagement through multiple digital marketplaces and external channels.

Mango continues its commitment with transparency as it is key to building strong relationships and to continuously improving the performance of the supply chain. In 2024, Mango worked with around 400 suppliers. In terms of production volume, the main supplier market for Mango continues to be China, followed by Bangladesh, Cambodia, and Türkiye. Moreover, the company has continued to advance in the traceability of its value chain, collaborating with over 2.676 factories and contributing to the employment of more than 1 million people in 32 countries. Since 2022, Mango has published its factory list on its corporate website and Open Supply Hub (OSH).

For Mango the value chain encompasses all the steps involved in delivering Mango products to

customers. This includes everything from the initial design concept and selecting and obtaining materials, to the processes of making, distributing, selling, and using the products. It also involves what happens throughout the lifecycle of its products from creation to end-of-life.

More information about the organizational structure and group relationships is available on Mango’s corporative website and annual sustainability report 2024 that can be found here.

2. Organizational policies

Mango is committed to respecting human rights and fundamental freedoms throughout its value chain to guarantee their enjoyment and ensure the well-being of all workers and their communities. Through its Human Rights Policy, published in 2024, Mango supports and develops its commitment to the UN Guiding Principles (UNGPs) and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct by assuming responsibility for respecting and pro-

moting human rights and for ensuring access to effective remediation mechanisms in the event of any negative impact.

All Mango’s business partners accept and undertake to comply with Mango’s sustainability policies. The Human Rights Policy along with the Code of Ethics and the Code of Conduct for Product Suppliers and Manufacturers strengthens Mango’s commitment to eliminate forced and child labor in all of its forms in accordance with the Universal Declaration of Human Rights and the ILO Conventions.

In 2024, as part of the implementation of the due diligence on human rights, Mango started developing specific protocols to address the risks faced by vulnerable groups, such a Migrant Worker Protocol with the aim of establishing a guide for action that considers the vulnerabilities faced by migrant workers and to demonstrate its commitment to eliminating discrimination and forced or compulsory labor, including modern slavery or human trafficking.

Mango promotes the implementation of effective and accessible grievance mechanisms within its operations and along its value chain and uses its leverage to encourage suppliers and business partners to actively participate in remediation processes.

3. Risk assessment

Mango works on an impact, risk and opportunities approach, with the aim of guaranteeing ethical and responsible business conduct within the organization as it is a key issue. Mango is committed to its responsibility to identify and assess actual or potential adverse human rights impacts with which it may be involved, as the starting point for determining appropriate action plans to prevent and mitigate adverse human rights impacts or remediate, if needed.

According to the ILO, the OECD, the International Organization for Migration (IOM), and UNICEF, forced labour and modern slavery remain critical concerns within global manufacturing supply chains.

Being conscious of its key role in the private sector, in 2024, Mango conducted its first double materiality analysis, strengthening its commitment to transparency and sustainability. This approach provides a structured framework to determine the sustainability topics that are most relevant to both the company and its stakeholders. One of the most significant topics identified was the well-being, rights, and working conditions of supply chain workers.

Mango also carried out its first analysis of Salient Issues in Human Rights. The aim of this analysis is to identify and evaluate the most important and urgent issues that may have a significant impact on human rights. Forced labour and child labour appeared to be key human rights risks for workers in the supply chain. This exercise will be review and updated periodically.

Mango, together with the Mango Chair in CSR (ESCI- UPF), in 2024 updated a map of social and environmental risks that classifies manufacturing countries according to their level of risk. This information is highly valuable for assessing the risk

of suppliers located in different countries, supporting due diligence procedures. The standards of reference used are, among others, statistics and studies of the International Labour Organisation (ILO), Children's Rights & Business Atlas, World Risk Poll and the Global Gender GaD Index. Moreover, Mango conducts country specific risk analysis with expert third parties to better understand and manage these risks in the supply chain of specific countries where the company operates. In 2024, Mango carried out a Human Rights Impact Assessment (HRIA) in Türkiye in collaboration with The Center for Child Rights and Business and plans to expand this analysis to other countries and to implement concrete actions plans to prevent, mitigate or remediate those impacts.

3.1 Supply chain mapping and traceability

Traceability is an essential aspect of understanding the operational context and identifying the real and potential impacts on human rights. It allows tracking the journey of products throu-

ghout the entire supply chain, which is crucial for detecting and managing possible risks at each stage.

Each season, product suppliers declare the production factories they use on Mango's traceability platform. In 2024, Mango began working with the Textile Genesis platform, which, after its full implementation in the upcoming years, will become the company's main product traceability tool. The platform is enhancing the company's ability to track products, providing detailed transparency for each article from fiber to retail, and extending deeper knowledge into the supply chain to identify risks including forced labor.

4. Risk management and Due Diligence

Mango adopts a Human Rights Due Diligence (HRDD) approach that seeks to fulfill its responsibility as a business group to respect human rights. This process aims to identify, prevent, mitigate, remedy, monitor and communicate potential or actual human rights impacts that may arise from business operations.

Mango is aware that it is within its supply chain where the highest risks on human rights are. Because of that, Mango is consistently managing, monitoring and reporting on worker related human rights' risks. The company is committed to respect human rights, and it expects the same from the business partners in its supply chain.

Before starting a business relationship with the company, all product suppliers and manufacturers accept and commit to complying with all the points specified in the Code of Conduct, which is attached to the contract signed when starting the business relationship. This Code of Conduct includes the prohibition of forced or compulsory labour in any form and rejects any practice of modern slavery or human trafficking.

Sourcing, Sustainability and Quality departments work together to evaluate the production centers proposed by suppliers before any order confirmation. This ensures that all the actors involved in the production process meet Mango's sustainability and quality requirements. To prevent and mitigate the risk of forced labor in all its forms within Man-

go's value chain, as well as other adverse human rights impacts affecting individuals, all finished product factories must have a valid social audit conducted by a third party at the time of production. Additionally, Mango teams and representatives of the International Industrial Division of the CC.OO. trade union, affiliated with Industrial and Global Union (the international trade union federation), may organize joint visits to selected factories. Mango always encourages suppliers to implement corrective measures in the production facilities. Corrective and Remedial Action Plans serve as a tool for suppliers to address and resolve the non-conformities identified during the audit process. In terms of monitoring, Mango sets up specific requirements for conducting social audits which audit frameworks are amfori (BSCI), SEDEX (SMETA) and Cascale (HIGG FSLM).

4.1 Grievance and remediation

Systemic issues such as modern slavery, forced labor, and child labor are deeply rooted in the manufacturing industry, and demand coordinated, multi-stakeholder responses.

Mango has available multiple grievance and complaint channels to all individuals involved in its operations and supply chain, including staff, supply chain workers, suppliers, and consumers. These channels are designed to address any non-compliance issues, establish necessary corrective actions, and ensure access to remedy. Mango's Ethical Channel allows anyone associated with the company to easily report potential misconduct.

Mango promotes within its supply chain the use of grievance initiatives such as the International Accord grievance mechanism, Müdem grievance mechanism or the amfori Speak for Change program, which provides workers in the supply chain with a platform to submit their complaints and access to remedy.

Additionally, since 2018 Mango has a Bilateral Agreement with the Spanish trade union CC.OO. through which Mango has direct access to information on potential impacts in the supply chain and collaborates with organizations such as The Center for Child Rights and Business as part of

the CRIB Working Group to collaborate to share best practices and stay informed on the latest developments in child rights and human rights due diligence and to get a rapid Response to child labour cases. Both organizations have alert systems regarding modern slavery and child right violations. In these cases, the resolution of the issues is managed jointly between Mango, potential stakeholders and these organizations.

5. Capacity building and training

To ensure human rights are respected, Sustainability and Sourcing teams conduct capacity building sessions both internally and externally. These sessions are designed to provide training for Mango's staff, suppliers and production factories on human rights, decent working conditions and social risk management; and are essential to ensure that key actors in the value chain are aligned with the company's values and committed to human rights and sustainability.

Since 2014, Mango has been an active member of the Business and Human Rights Working Group

within the Spanish network of the Global Compact. As part of this initiative, Mango's Sustainability teams receive training in human rights topics and build knowledge, participating, for example, in the Accelerator for Human Rights and Businesses in 2024.

Starting in 2023 Mango has been organizing the Vendor Summit, a yearly event for suppliers that highlights the importance of working together towards a more responsible and sustainable future. This event fosters meaningful stakeholder engagement, covering key discussions about topics related to sustainable supply chains, human rights and plans to adopt more responsible practices.

6. Monitoring and evaluation

To ensure that Mango complies with the highest ethical and sustainability standards, it periodically reviews, internally and externally, its strategic plan through a third party.

Sustainability and Sourcing teams monitor suppliers' social performance and the conditions

in their own factories and subcontractors. Social audits are the current mechanism for monitoring the social sustainability performance of direct suppliers and their alignment with the Code of Conduct. After completing the social audits, the results are evaluated, and factories are rated using a methodology created by the Group to determine factories to be categorized by their level of risk, performance, and degree of compliance.

At the same time, Mango tracks cases that arrive through the grievance channels, as well as the allegations it receives from international human rights organizations. The Sustainability Department regularly reports to the Sustainability Committee, providing insights into the current status and proposing actions to adjust or implement the strategy as needed. Ultimately, the Sustainability Committee oversees all initiatives and is responsible for giving final approval to the strategy.

Mango participates in sustainability rankings such as S&P CSA, BRM or Fashion Transparency Index to keep assessing its performance on sustainability and improving it. Results and detailed

information concerning the state of human rights respect across Mango's supply chain are available in the Sustainability Report published every year on its corporate website.

7. Further steps to address modern slavery

Recognizing the complexity of its supply chain and the heightened risks of modern slavery in its most remote stages of the production process, particularly during raw material extraction, Mango is committed to narrowing supply chain transparency through innovative technological traceability tools. Additionally, Mango seeks to strengthen collaboration with suppliers and manufacturers to identify and manage risks and impacts more accurately.

Mango will continue to build on its commitment to respecting fundamental human rights and ensuring decent working conditions by reviewing its salient issues in human rights and expanding its human rights risk and impact assessments to additional countries across the value chain. This

work will be carried out in close collaboration with industry partners and other key stakeholders.

The company is aware that migrant workers constitute one of the groups more susceptible to harmful practices like modern slavery and other forms of exploitation. To address the challenges posed by current migration flows, the company will implement an action plan for its Migrant Worker Protocol.

With the aim of improving social performance, Mango will strengthen its actions regarding capacity building and raising awareness among various stakeholders. Special focus will be placed on supply chain workers by providing capacity building programs that encompass labor and human rights, responsible recruitment, and ethical employment practices.

Finally, in support of the Global Agenda 2030, Mango actively fosters alliances with key organizations to promote efficient and responsible supply chain management. Through these strategic partnerships, Mango aims to align its operations

and policies with the Sustainable Development Goals, particularly SDG 8, SDG 12, and SDG 17. This statement was prepared by Mango and was approved by the Board of Directors as of June 30, 2025.

More details and information about Mango sustainable performance indicators, key figures, expansion, and financial status of the company can be found in the Sustainability Report 2024 available on: www.mangofashiongroup.com

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